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RECRUITING AND RETAINING PERSONS
WITH CRITICAL SKILLS
(Questions 23, 24, and 25)

For the Bureau of Intelligence and Research, there is no difficulty recruiting individuals with the required expertise for Civil Service positions. We get approximately 20 letters a week from highly qualified individuals. Our turnover rate among the professional analysts is about 3 to 4 a year. Most recently, those who are economists seem to find other professional opportunities.

Given the age profile of the bureau, we would expect in the next five years to have a significant turnover but the current staffing under the budget restrictions does not allow the establishment of under-study positions or the equivalent of a junior officer class who would be full fledged journeymen by the time of the statistically projected retirements.

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